



5 APR 2018

Dear [REDACTED]

On 18 February 2018, you emailed the Ministry requesting, under the Official Information Act 1982, the following information:

- *I request the pay band and salary amount for Graduate and Assistant Analysts, Advisors/Advisers broken down by position and year from 2013-2018.*

The Ministry's National Office positions are placed into various remuneration clusters, each cluster containing a group of positions that have a similar job sizing. Grouping positions in this way is called banding. This allows for the Ministry to have an easy-to-understand pay structure that reflects the similarity and/or relativity of positions.

A staff member's pay is reviewed annually by their manager. Progression through the pay range is linked to the outcome of their performance assessment and recognises increasing skills, knowledge and performance in the job.

Please find attached a table that shows the salary amounts for Graduate Analysts and Advisors, broken down by remuneration cluster and financial year from 2013/14 to 2017/18, including the minimum, middle and maximum points of the salary range.

You may be interested to know that the State Services Commission publishes detailed information regarding remuneration such as the average annual salary in the public service, average salary ratios between management and other staff, average salary by occupation, average salary by department and performance pay. Further information regarding remuneration is available at: [www.ssc.govt.nz/public-service-workforce-data/hrc-remuneration](http://www.ssc.govt.nz/public-service-workforce-data/hrc-remuneration).

The principles and purposes of the Official Information Act 1982 under which you made your request are:

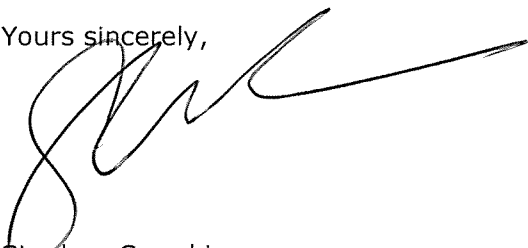
- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public shortly. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response regarding salary amounts for Graduate and Assistant Analysts and Advisors with us, please feel free to contact [OIA Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'S. Crombie', written over a white background.

Stephen Crombie

**Deputy Chief Executive, Corporate Solutions**

Salary amounts for Graduate Analysts and Advisors, broken down by remuneration cluster and financial year from 2013/14 to 2017/18, including the minimum, middle and maximum points of the salary range.

Position (Remuneration Cluster)	Year	Minimum salary	Mid-point	Maximum salary
<b>Graduate Analyst (Corporate)</b>	<b>2013/14</b>	\$45,110	\$56,387	\$67,665
	<b>2014/15</b>	\$45,561	\$56,951	\$68,341
	<b>2015/16</b>	\$46,017	\$58,286	\$69,025
	<b>2016/17</b>	\$46,629	\$58,286	\$69,943
	<b>2017/18</b>	\$47,328	\$59,160	\$70,992
<b>Graduate Analyst (IT)</b>	<b>2013/14</b>	\$39,939	\$49,923	\$59,908
	<b>2014/15</b>	\$40,338	\$50,423	\$60,507
	<b>2015/16</b>	\$40,741	\$50,927	\$61,112
	<b>2016/17</b>	\$41,283	\$51,604	\$61,925
	<b>2017/18</b>	\$41,903	\$52,378	\$62,854
<b>Graduate Advisor/Analyst (Policy)</b>	<b>2013/14</b>	\$43,597	\$54,497	\$65,396
	<b>2014/15</b>	\$44,033	\$55,042	\$66,050
	<b>2015/16</b>	\$44,474	\$55,592	\$66,710
	<b>2016/17</b>	\$45,065	\$56,331	\$67,598
	<b>2017/18</b>	\$45,741	\$57,176	\$68,612
<b>Graduate Analyst (Economist)</b>	<b>2013/14</b>	\$46,563	\$58,203	\$69,844
	<b>2014/15</b>	\$47,028	\$58,785	\$70,542
	<b>2015/16</b>	\$47,499	\$59,373	\$71,248
	<b>2016/17</b>	\$48,130	\$60,163	\$72,195
	<b>2017/18</b>	\$48,852	\$61,065	\$73,278

**Notes:**

- The agreed remuneration ranges for the above years were effective on 1 July with the exception of the 2016/17 financial year, for which the agreed remuneration ranges were effective on 1 October 2016.
- When remuneration ranges are set, a number of factors are taken into consideration including making sure the roles are competitive in the relevant external market as well as affordable for the Ministry.